

DFEH News Brief

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DFEH ANNOUNCES \$50,000 SETTLEMENT OF SEXUAL HARASSMENT SUIT AGAINST NATIONAL CONSTRUCTION SUPPLY COMPANY

ELK GROVE, CA – The California Department of Fair Employment and Housing (DFEH) today announced the settlement of a sexual harassment lawsuit filed against White Cap Construction Supply Company, a subsidiary of HD Supply, Incorporated. The company will pay \$50,000 to settle the claim that a purchasing agent and single mother was allegedly sexually harassed by her manager.

The Department's complaint alleged that a female employee working in the company's San Jose branch facility was subjected to vulgar language, sexually explicit gestures, and unwanted touching for more than one year. The Department also alleged that, when she complained, the company retaliated against the employee, and fired her.

"The Fair Employment and Housing Act protects Californians from unlawful workplace harassment," said DFEH Director Phyllis W. Cheng. "The DFEH will enforce the laws against sexual harassment and discrimination whenever such conduct is found."

As a condition of settlement, White Cap Construction Supply Company also will take steps to augment its sexual harassment prevention efforts, including providing discrimination prevention training to its workforce. In settling with the DFEH, the company did not admit to any liability.

The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence. For more information, visit the Department's website at www.dfeh.ca.gov.

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